



# 7 WAYS THE WORKSTYLE & PERFORMANCE PROFILE SUPPORTS MANAGERS THROUGHOUT THE Employee Lifecycle



## Pre-Hire Screening

Save time in your recruitment cycle by using assessments to predict a candidate's personality, workstyle & values. Prioritize screening those who **fit best** with both the job & your organization - those who are most likely to be your best hires.

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## Interviewing Candidates

Ask better interview questions by previewing a candidate's assessment results & personalized behavioural interview questions to probe deeper into both strengths & potential blind spots. Better questions help you make better hiring decisions.

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## Checking References

Tired of generic answers on reference calls? Ask references personalized, impactful questions that dig deeper into the candidate's previous experience & find out how they truly acted on the job. Ask a specific question - get a specific answer.

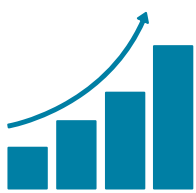
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## Onboarding New Employees

Customize onboarding to support your new employee's personality & workstyle so they are engaged throughout the process & have a positive impression of your company from Day One.

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## Coaching & Performance

Identify areas that require more attention & work on ways to maximize employee potential by reviewing the self-coaching & management tips. Actionable insights keep your employees engaged & productive.

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## Succession Planning & Retention

Know who to keep on your radar as a high potential leader. Learn how to keep an employee motivated, happy & engaged for growth within your organization, while you decrease costly and disruptive turnover.

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## Transitioning & Exiting

Prepare a personal & respectful transition plan by understanding an employee's perspective. By communicating effectively, you can lead a constructive dialogue and part ways as positively as possible.